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# CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Nov./Dec. 1997 #164

## Teamsters Fight Anti-Union Attack

**Darryl Sullivan**  
Local 745, Stone Container  
Dallas

Brothers and sisters who watched C-span and saw me testify before the House Subcommittee on Oversight and Investigation on Oct. 14 probably missed the main part of the story. I want to make sure that people realize that the Republicans running that "investigation" were trying to boost Hoffa Junior and destroy the reform movement in our union.

We were barely able to get even one speaker. When the IBT called me on Oct. 9, they told me that the Representatives had just relented from their determination to have nobody but Junior's supporters testify. I jumped at the opportunity when they told me I might get to be our lone rank and file witness. With my experience in suffering under the dictatorship of T.C. Stone in Local 745, I was well acquainted with real corruption in our union under the old guard.

The Representatives said that they

were conducting a hearing to investigate alleged wrongdoing by the Carey re-election campaign. The Committee was chaired by Congressman Hoekstra, an anti-labor Republican from Michigan.

Representative Hoekstra is the Congressman who recently addressed the U.S. Chamber of Commerce, the National Association of Manufacturers, and the Associated Builders and Contractors. He called for investigations into the use of corporate campaigns as un-American and harmful to business!

The bias of the subcommittee and its chairman was obvious. In my allotted five minutes, I talked about my experiences with corruption in my own local. I also said that the new democracy in our union had brought the hope for real reform. I told them, "Things are different everywhere you look. Before reform came to the Teamsters, you risked physical harm if you spoke up in union meetings. Now, everyone has a chance to speak."

While I had the chance, I also

delivered my opinion of the "investigation." I told them that Congress had created "a consistent pattern of representing the interests of big corporations against working people like me." I talked about the big bucks that corporations spend to run the American elections. I especially underlined the fact that Republican Speaker Newt Gingrich had urged President Clinton to intervene against the UPS strikers.

I told the "investigators" that our union, under the Carey leadership, has made great strides toward ending corruption. Our Independent Review Board works. If they find wrongdoing, appropriate action is taken.

Since my testimony was on international television, I made my main point for the viewers — not for the Representatives who were only putting on this show to try to discredit our great union. I ended this way, "As you hold these hearings, I ask you to keep in mind that, thanks to the Consent Decree and the election officer, members like me will have a chance again in January to decide our union's future through a democratic election. I urge you to let democracy continue to clean up the Teamsters union. Thank you."

The other people who testified and the Congressmen themselves made it clear that what they really wanted to do was discredit our union in the worst way possible. I did the best that I could with my five minutes, but I want to make sure that people realize that they



Darryl Sullivan, Local 745.

were just trying to undermine the Teamsters union because of such victories as UPS and the corporate campaigns that are putting the heat on the big corporations that are the Congressmen's biggest financial supporters.

You may not have seen it in the televised hearings, but our union is getting better every day. It's thanks to the hard work of the reformers and TDU activities that we have come as far as we have. We still have problems to solve, but we're making headway. We're making strides. We will continue the reform by re-electing Ron Carey.

## JOIN TDU

*"We joined TDU to see reform in the labor movement, especially in our union. We wanted to see what we could do to help build reform, and saw TDU as another way to motivate and involve our members. Any Teamster who wants a strong union should support TDU."*

**Bill Gibson and Warren Davis**

**Local 96, Washington Gas, Washington, D.C.**

Local 96 is a new local created when the gas workers decided to merge with our union. One reason they chose the Teamsters was the Teamster reform movement.

### TDU MEMBERSHIP APPLICATION

Name \_\_\_\_\_ Local # \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone (\_\_\_\_) \_\_\_\_\_ Company \_\_\_\_\_

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other \_\_\_\_\_ Optional: Spouse's name \_\_\_\_\_

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # \_\_\_\_\_ Exp. date \_\_\_\_/\_\_\_\_/\_\_\_\_

Date \_\_\_\_\_ Signature \_\_\_\_\_

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.



## Members for a Better Union Win Election

Washington, D.C. Local 730 members won six of seven spots in their local union election last month. See page 9 for their story and other local election news.



# Ten Thousand Go Union at US Air

In the largest private sector union organizing victory in the last ten years, 10,000 passenger service employees at US Airways have voted to join the Communication Workers of America.

The Sept. 29 victory followed a narrow defeat that was challenged before the National Mediation Board (NMB). The NMB is the federal agency that administers the Railway Labor Act and referees railway and airline industry labor disputes.

The NMB found that US Airways had used company union-type committees to defeat the first organizing effort and ordered a rerun. This time, 4,773 workers—54 percent of those eligible to participate—chose CWA. Unlike National Labor Relations Board procedures, NMB rules say that a union can be certified only after a majority vote of all those eligible, not just a majority of those who vote.

"Winning a voice was our biggest issue," said Josie Esposito, a reservations center rep in San Diego.

Building a union majority in the unit required an enormous commitment of CWA resources in support of a vibrant and active rank and file network. The gate, ticket counter, and reservation agents involved work at 110 different locations around the country.

Telephone workers and other CWA activists, who've been trained as organizers and been involved in other campaigns, developed close relationships with the US Airways activists at the airports or reservation centers nearest to them. This enabled the US Airways people to learn more about the union from working members—many of whom are employed in similar customer service rep jobs. It also gave CWAers first-hand exposure to workplace problems in the airline industry.

The company campaigned aggressively to discourage workers from sending in their mail ballots in sufficient number for the CWA to win. Management told the New York Times that it would "comply with all legal obligations stemming from the election." However, the company is still appealing the NMB's decision to order a re-run. It tried unsuccessfully to get a federal court injunction to block the Sept. vote.

Six thousand IAM-represented ramp workers won an NMB election at US Airways in 1994 but have yet to

bargain a first contract. Long-established units of machinists, pilots and flight attendants have also been involved in protracted and difficult negotiations in recent years.

The new CWA members will soon begin electing stewards and getting them trained with the objective of having one steward for every 20 members.

CWA Organizer Rick Braswell, who provided national coordination for both election campaigns, reports that a bargaining survey, developed by the organizing committee, was sent out to all employees right after the vote count. Unit members are now in the process of electing a 50-person bargaining council that will meet in early November. A smaller bargaining team will be created within this group to begin negotiations with the company as soon as possible.

Meanwhile, non-union workers at other airlines have responded to the US Airways victory with great enthusiasm. Many are asking the CWA-backed Passenger Service Professionals Association (PSPA) for help in

organizing. Union card signing has begun among the 14,000 passenger service workers at United Airlines.

Industry-wide, there are more than 40,000 such workers with no union contract because, prior to the US Airways vote, only the Northwest and TWA gate, ticket counter, and reservations center workforces had won bargaining rights.

PSPA strategists believe that an approach similar to the one used at US Airways can be successful elsewhere—particularly if US Airways workers are involved in the outreach, along with CWA's local union organizing network.

Winning an NMB election is not easy since its rules require that such a high percentage of the total unit vote "yes" and because the agency will only conduct elections in enormous, nationwide units. In 1995, the same group of workers that backed CWA this year at US Airways rejected representation by the Steelworkers and Machinists by a large margin.

*Adapted from an article in Labor Notes (November 1997) by Steve Early and Wally Soper.*

## Six-Year Strike Against Union Buster

# Frontier Hotel is Sold

Solidarity pays off. After a six-year strike involving some 550 Frontier workers in which not one striker crossed the line, there is finally hope for an end to the dispute. The strikers belong to four unions representing hotel and casino workers including Las Vegas Teamsters Local 995.

The Frontier is being bought by Kansas businessman Phil Ruffin, who has agreed to five-year contracts with the unions that are similar to those with other hotels on the Las Vegas strip. While the sale occurred over a month ago finalization of the deal awaits approval by the gaming commission, which could take several more months. The strike will continue until Ruffin takes control of the hotel.

Ruffin has agreed to take all of the striking workers back with full seniority and to share in the financial liability created by the union-busting former owners, the Alardi family. Be-

cause the strike was declared an Unfair Labor Practice strike, the strikers who were illegally fired are owed back pay. Similarly, the pension fund is owed millions in previously unpaid contributions. A deal has been struck to work out all outstanding labor issues.

As to whether the scabs will be fired to make room for returning union workers, that remains to be seen. Ruffin said he hoped to "build volume," which will result in an increase in employment. The business of the hotel/casino had been badly damaged due to the effectiveness of the strike.

AFL-CIO President John Sweeney called the expected settlement of the strike "a huge boost to the entire labor movement." Sweeney went on to call it "a testament to the remarkable tenacity of the workers at the Frontier and the active support of unions and their allies across the country."

## Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1996 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

## Rank & File Bill of Rights

**I. DEMOCRATIC BY-LAWS.** All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

**II. DIRECT ELECTION OF OFFICERS.** General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

**III. A FAIR GRIEVANCE PROCEDURE.** Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

**IV. PRESERVATION OF WORKING CONDITIONS.** The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

**V. SAFETY AND HEALTH.** We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

**VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK.** Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

**VII. A DECENT PENSION.** Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

**VIII. JUST SALARIES FOR OFFICERS.** A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

**IX. EQUALITY AMONG TEAMSTERS.** Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

**X. END TO DISCRIMINATION.** Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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## How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

**National Office:** P.O. Box 10128, Detroit, Mich., 48210 (313) 842-2600.

TDU can be contacted via e-mail at: [tdudetroit@igc.org](mailto:tdudetroit@igc.org)

or on the World Wide Web at:

<http://www.igc.org/tdu/>

**NY Office:** 500 State St., 2nd floor, Brooklyn, N.Y. 11218 (718) 624-7746.

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## TDU International Steering Committee

### Co-Chairs:

Dan Campbell, San Antonio Local 657  
Diana Kilmury, Vancouver, B.C., Local 155  
Michael Ruscigno, New York Local 802  
Michael Sawwir, Kansas City, Mo., Local 41

### Organizer:

Ken Paff, Detroit

### Trustees:

Steve Baudo, Milwaukee Local 344  
Bob Blanchet, San Jose, Calif., Local 287  
Mike Turnure, Minneapolis Local 320

### Members:

Patricia Franks, Allentown, Pa., Local 773  
Gillian Furst, Minneapolis Local 1145  
Homer Lambert, Chicago Local 743  
Patrick McBride, Tacoma, Wa., Local 599  
Mike McGowan, Memphis Local 667  
Lucio Reyes, Stockton, Calif., Local 601  
Willie Smith, Columbus, Ohio Local 413

### Alternates:

Alex Adams, Cleveland Local 407  
Diane Hendricks, Springfield, Ill., Local 916  
James Jacob, Providence, R.I., Local 251



## Freight Teamsters:

# Nov. 19 is Teamster Unity Day

Freight Teamsters across the country should all display or wear solidarity stickers on Nov. 19 to demonstrate unity and launch the campaign for a good freight contract.

Prior to that day all freight Teamsters will be mailed a bulletin, and stickers will be made available to all freight locals, and through the contract campaign network, to all members.

The symbolic act of unity is just a start for a campaign. And it is a way to get our contract campaign network in place, with our terminal coordinators and job coordinators for all terminals

and work groups in place.

By December the action will be stepped up to rallies across the country, as we get near to kicking off bargaining with TMI.

### Upcoming Events

**Nov. 7** - The (extended) deadline for receipt of membership bargaining surveys.

**Nov. 18-19** - Union leaders and employer reps meet for informal discussions, per Article 20 of the NMFA. This may be the last such session prior to the opening of bargaining, which

could be in December.

**Nov. 19** - Teamster Unity Day.

**Nov. 21-23** - TDU Convention in Cleveland. Freight Director Richard Nelson will meet with freight Teamsters there.

In December, it is expected that our

union's bargaining package will be finalized for presentation to the employers. Bargaining could begin in December. Most importantly, the Teamster freight contract campaign needs to kick into high gear in December. Stay tuned and get involved.

## We Hold the Cards

As the time for bargaining the National Master Freight Agreement nears, the union comes to the table holding a lot of strong cards. It's up to us to play them wisely and build for the future.

First, the employers are virtually begging for no strike, and for an early settlement. They want to reassure customers who remember well the 1994 strike. Ron Carey has stated publicly that the union shares this concern, provided that the companies are willing to be reasonable.

Second, the UPS victory puts us way ahead. The employers, who took a strike last time trying to introduce UPS-style part-timers, won't even raise the issue this time! Nor will they raise the issue of busting up our pension plans and forcing us into company-run pension and health plans.

Of course, we are not dealing with

companies that made a billion dollars in profits last year, like UPS. But our demands are not going to be sky-high, either.

We need to come out of this with a contract that protects job security, and that makes our jobs safer and easier on our family lives. We need to win major pension improvements, as UPS workers did. We need to address problems in the grievance procedure, so that our contract is enforceable. We need wage increases that keep up with and exceed the rate of inflation.

We've got something else to win in this contract fight. We need to unite freight Teamsters. We need to be involved in the contract and in the union. We need to come out of this contract ready to work to organize the trucking industry, and with a contract that makes us proud to do so. That's what will make it a real victory.

## Road Drivers and the Contract

# Job Protection, Safety

**Harry Gonzalez**  
Local 641, Yellow Freight  
Elizabeth, N.J.

Road drivers are subjected to changes of operations and moved around the country due to changes in business environment, and in many instances the industry uses this mechanism to threaten drivers and local unions. Threats to move out are made unless work rules or supplemental agreements are changed. Article 8, Section 6, is used to get what the industry wants at drivers' expense.

A possible solution would be to take the road contract out of the local supplements and put it into the national master agreement to be interpreted by the national committee only, and no changes made until the contract expired. Also, in a change of operations, the best conditions of any affected terminal should follow the drivers and prevail.

This could prevent some changes of operations and company threats to divide us.

### Safety on the Road

A road driver is subjected to a great deal of unnecessary stress, such as the hours he is forced to be available for work without proper rest: one day

working days, one day working nights, often waiting by the phone for hours, only to be called late at night, etc. Studies show that this is a factor in many accidents.

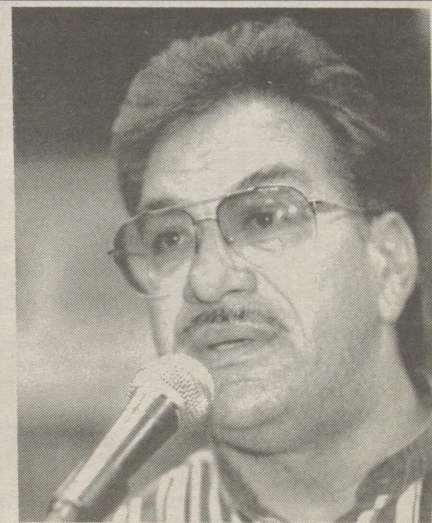
We need to address these problems in the contract.

- Road drivers should be allowed to slide from one up to eight hours after rest is up to take care of personal business at home and still be able to get proper rest.
- When dispatched on a 350-mile layover trip the driver to do no more than two vias in either direction and to wait no more than one hour at any via point, paid double time after that. Many times road drivers are now used as shuttle drivers. These vias include metro areas such as New York, congested with heavy traffic. Many extra hours cause added stress and fatigue, endangering the driver and public. Such runs should be made by shuttle drivers and paid by the hour.
- Road drivers arriving at their home terminal from a layover of 350 miles or more should not be forced out on a shuttle run, but rather have the option.
- Drivers should have the option of more time off.

## I'll Be There

**Melvin May**  
Local 407, Yellow Freight  
Cleveland

*I want to invite all of you to Cleveland for the TDU Convention. The convention is the place to kick off the Ron Carey re-election campaign and the fight for a good freight contract. I hope to see you there.*



## Freight Lines

### CF, Roadway Continue Profit Turnaround.

Consolidated Freightways reported a third-quarter, after-tax profit of \$11.8 million, and a profit of \$22 million for the first nine months of 1997. CF's operating ratio improved to 96.0 percent.

CEO Roger Curry said that, "The continuing financial turnaround at CF is being driven by our loyal team of employee-owners." (Read: Teamsters.)

Roadway's profits are also up: \$10.4 million for the third quarter and \$23.7 million for the first nine months of the year.

Both Roadway and CF management reported that, although they gained additional freight during the UPS strike, operating costs were increased due to handling costs. ABF and Yellow are also reporting high profits.

### DOT Study: Drivers Need More Sleep.

A new study sponsored by the Department of Transportation (DOT) reports that drivers routinely get too little sleep. The study was done on 80 drivers on a moment-by-moment basis. They were hooked to various monitors and were video taped for a week. Of the 80 drivers, 45 had at least one drowsy episode while driving, and eight had several such episodes.

The drivers reported they needed about seven hours of sleep but got considerably less, especially those who drive nights. Many did not get eight hours off between tours.

The study was conducted because the DOT is expected to issue revised hours of service regulations by the middle of next year. It is estimated that half of all truck accidents result from drivers who fall asleep at the wheel.

### Roadway Clerk Reinstated, Terminal Manager Gets the Boot.

When clericals at the Kernersville, N.C., Roadway terminal started organizing into the union, terminal manager Tom Tenon got nasty. He hired a union-busting consultant and fired a billing clerk, hoping this would take the steam out of the organizing drive. Instead, Tenon wound up on the hot seat. Today he can be found in Texas, shipped out by Roadway management in an attempt to smooth things over. The fired billing clerk was reinstated with back pay, and the office staff is continuing the push to unionize.

### Yellow Freight and "Image."

At Yellow Freight's Barstow, Calif., breakbulk terminal, area manager Mike Bloss has devised a computer program named "image." It computes workers' daily productivity based on some established standards.

Dock bills per hour, hostler moves per hour, etc., are recorded and measured in a so-called "cost justification" process. The names of members who excel are posted on the bulletin board with a dollar amount on how productive they are and how much money they saved the company.

Remember, there are no productivity quotas permitted by the NMFA!

—Ralph Ekelman, Yellow Freight, Local 63



# UPS's Stealth Campaign Against OSHA

UPS has one of the worst health and safety records of any company in the United States. In 1996, UPS's injury rate was more than double the industry average—33.8 injuries per 100 full-time workers. The company pays out \$1 million a day in workers compensation and between 1972 and 1995, UPS received 2,786 OSHA citations and \$4.6 million in fines.

While the press has detailed much of UPS's big-bucks campaign to cripple OSHA through campaign contributions and lobbying efforts, some of their sleazier tactics have gone unnoticed until recently.

Now a report by Representative Organizations of the National Network of Committees on Occupational Safety &

## One Supplement, One Rider Rejected

## UPS Teamsters Vote by 81% to Approve Contract

By over a four to one margin, UPS Teamsters voted to ratify the national master agreement that was won in August. The coast-to-coast vote was the highest ever and a strong endorsement of the union victory.

Most regional supplements and riders were similarly ratified, but the Central Pennsylvania Supplement and the Louisville Air Rider were rejected by the members.

As a result, the International union has taken an "injury to one is an injury to all" position, and thus declared that the national contract is not yet ratified.

### Central Pa. Pensions

In Central Pennsylvania, the issue is not directly with the contract but with the Central Pennsylvania Pension Fund, which pays benefits to older members that are far below what our other funds are paying.

The International has worked with the Central Pennsylvania locals and pension fund to solve the problem. As we go to press, a solution is reportedly on the table and awaits the approval of

### Health and Safety Victory

## Convex Mirrors Won in New Contract

Convex mirrors are coming to UPS trucks at last. UPS argued for years that convex mirrors were not necessary, that better training would prevent deadly backing accidents. Our union made convex mirrors a priority in negotiations. New language in Article 18 requires that UPS begin to install convex mirrors on all package trucks.

The fight to get other companies to install back-up mirrors continues. In 1994 near Seattle, a small child was killed by a UPS truck, an accident that could have been prevented with convex mirrors. Local 174 assembled a coalition to fight for legislation requiring convex mirrors on all commercial delivery vehicles operating in residential areas. The coalition, which in-

cludes the Washington State Troopers Association, Fire Fighters Association, and the Council of Police Officers, brought a fight for passage of "CJ's Law" (named after a child killed by a diaper delivery truck) to the state capital.

UPS led the employers' successful effort to defeat the bill, but the fight will continue in the next session of the Washington state legislature.

Bob Hasegawa, Local 174 secretary-treasurer, told *Convoy Dispatch*, "This is a victory for the safety of everyone. The Teamsters union should lead the fight to prevent tragic and needless deaths resulting from corporate irresponsibility. UPS was too cheap to pay for devices that could save lives."

the pension fund trustees.

In Louisville, the issue was the fight for more full time jobs. The air hub has some 5,000 part-time jobs and those members have virtually no full-time opportunities to squeeze into. As we go to press, bargaining continues over getting more full-time jobs.

### Why Not Ratified Yet

Our union committee, led by parcel director Ken Hall, has taken the position that the contract is not finalized until all supplements and riders have been ratified by the affected members. This position preserves our bargaining power for these members.

UPS management—true to form—wants the right to interpret our union constitution! They claim the contract has been ratified, but the union's stand is the legally valid one.

Thus the new contract is not yet officially in effect as of early November, and no retroactive pay or wage increases have issued. Those will come with the final ratification, expected soon.

heavy lifting, pressure from supervisors to increase the workload and work faster, and repetitive motion as the most common factors contributing to their injuries.

### UPS Foundation

The UPS Foundation funds pro-business, anti-regulation think tanks that take the big business agenda to Congress, to the press and into academia: the American Enterprise Institute (\$265,000 from the UPS Foundation), the Cato Institute (\$10,000), the Hoover Institute (\$130,000) the National Policy Forum (\$20,000), and many others.

These think tanks, funded by UPS and hundreds of other large corporations, then finance academics to act as skills for big business before Congress and in the media.

These academics, like the scientists

in the employ of the tobacco and other industries, conveniently find their research backs up the claims of their corporate benefactors.

For instance, four scientists who testified as "independent" experts against developing an ergonomics standard at a May 21, 1997 House subcommittee hearing turn up in the service of UPS on other fronts. Dr. Bigos does consulting work for UPS and also gets support from the company through a foundation. Dr. Kasdan testified for UPS in a product liability (DIAD) case. Drs. Hadler and Sandler testified for UPS as expert witnesses in the DIAD product liability case and against the Teamsters in the over-70 arbitration case. Such is their independence.

Another player in the ergonomics debate is the Liberty Mutual Insurance Company, the largest workers' com-

*continued on page 5*

## How We Won Right to Vote on Supplements, Riders

For the first time, UPS Teamsters were able to vote separately on up to three parts of the contract: the national agreement, the regional supplement, and (where one exists) the local rider.

Teamsters in two areas put that right to good use and are now getting their agreement renegotiated.

How did we win this right? Through a long organizing process, led by TDU.

The language providing for the right to vote on supplements and riders was won at the 1991 IBT Convention. TDU worked for over a decade to educate and organize for that right. With the open convention in 1991, and with sup-

port for our motion from John Morris and the Pennsylvania Conference, it was adopted over the objections of the Durham (now Hoffa) forces.

In 1992 the International interpreted the language as providing for two separate votes. But later the Carey administration published an interpretation requiring up to three separate votes where there are local riders.

In the UPS contract, the International union has done the right thing by informing the employer that the contract is not ratified until all our supplements and riders are adequate and approved by those who live under them.

### UPS Central States Pension

## Who Spread the Big Scare?

UPS Teamsters in the Central States Pension Fund won big pension improvements in the recent contract battle. But certain old guard officials have been encouraging a rumor that these new benefits are not for real.

### What's the Truth?

The truth is that the new benefits—including the \$3,000 30-and-out, and \$2,500 25-at-55, etc.—are very real. They will be in effect as soon as the new contract is officially ratified, just as the wage increases will be. And just like

the wage increases, the pension improvements are retroactive, so if a UPS Teamster meets the qualifications for benefits and retires now, those improved benefits will prevail.

If a Teamster official tells you differently, ask them if they have seen Central States Special Bulletin 97-5, which explains this. And ask them why they want to try to undermine our pension victory.

It looks like some people are willing to spread disunity and upset members' plans just for a political motive.

### Fedex, RPS Merge, Become FDX

## FDX Presents New Competition to UPS

The combination of two of UPS's top competitors, Federal Express and Caliber Systems Inc. (which owns RPS), presents new challenges to Big Brown. Industry analysts see this as good for the industry and for shippers, who will have a stronger competitor to UPS. Fortunately for UPS Teamsters, FDX does not have the extensive infrastructure in place to be a serious

short-term threat.

The importance of organizing efforts by many Teamster locals is emphasized by this merger. Organizing FDX is a top priority of the International and many local unions before the 2002 UPS negotiations.

Below is a chart that compares the vital statistics of FDX and UPS.

|                  | UPS                | FDX                 |
|------------------|--------------------|---------------------|
| Annual Revenue   | \$22.4 billion     | \$14.2 billion      |
| Package Volume   | 12 million per day | 4.6 million per day |
| No. of Employees | 325,000            | 170,500             |



## Over 90% Respond to Contract Survey

# Anheuser Busch Teamsters Kick-Off New Game Plan to Win a Stronger Contract

Teamsters at Anheuser Busch are gearing up to win a solid new contract. To get the job done they've implemented an aggressive one-on-one membership network.

The highly organized campaign is already paying off. By Oct. 31, over 90 percent of 7,000 to 8,000 A-B members had filled out contract surveys circulated through the network. A return rate of five percent to 10 percent on

surveys is considered the norm, making the A-B return rate an impressive accomplishment. It also sends a clear message to A-B that members are solidly behind the contract campaign.

"This time around, August Busch is playing with a new set of folks," Syracuse Local 1149 member Rob Hermann said about the campaign. "Like at UPS, we're running a rank and file campaign. And because we have fewer

members and locations we have the ability to be even more organized than UPS. Something is really going to happen here."

The high survey turnout was no accident. Using the member-to-member network, every A-B Teamster can be contacted efficiently. Every brewery has an overall coordinator, then departmental coordinators and finally contact persons within departments responsible for communicating with five to 10 co-workers. This strategy insures effective two-way communication between members and the negotiating team. It also gives every member a chance to be involved.

High on members' list of concerns are subcontracting, mandatory overtime, management flexibility clauses, and benefits. "Overtime is a hot topic," Hermann said. "Management has been bridging shifts—having one shift work four hours overtime after their shift and another shift start four hours early. The issue is not overtime itself, but how they are abusing it."

Abuse of overtime strikes a cord for members at other brewers. "If 80 percent are working overtime religiously, we have a problem," Wilbur Peoples from Strohs in North Carolina pointed out. "For us it's tied in to the use of contractors, preventive maintenance schedules and other issues. We need to work on language."

A-B negotiations begin in mid-November. Thanks to the one-on-one membership campaign, A-B Teamsters have an excellent game plan. The same strategy can be put to work in all of our contracts. For more information on

## Worcester, Mass. Local 170

### Coke Members Win Solid Contract

Beverage Teamsters in many parts of the country are under attack. New challenges, like segmentation of the workforce and more work for less pay, are adding to decades-old problems with seniority, second-rate benefits and other issues.

Coke Teamsters in Worcester, Mass., recently showed that it's possible to turn the tide and win good contracts.

A primary goal of the new agreement was benefits. "The pension benefits were sinful," Local 170 business agent Vic Nuzzollilo said. "We had one member with 44 years of service who retired two years ago with only \$234 per

month. This had to be changed."

Pensions were boosted dramatically, from an average of \$400 to \$1,600. Gains were also made in medical benefits.

Members also had concerns about working conditions. To deal with this the committee focused on, and won, inroads in route bidding and on seniority in general. They also won protection against subcontracting. Wage increases equaled \$1.30 over a three-year agreement.

At a time when many beverage and sales Teamsters are taking a beating, it's encouraging to see that a firm stand can win solid contracts.

## Local 439 Summit Logistics Contract

### Without Leadership, Dramatic Gains Are Difficult to Make

Last summer Teamsters at Summit Logistics (Safeway) in Tracy, Calif., set their sights on winning solid improvements in their contract. They set up an aggressive one-on-one member campaign to mobilize support. The Teamster Warehouse Division provided training and support. Members got active and involved, laying a solid foundation for a contract victory.

In mid-October, members voted by roughly 60 percent to ratify an agreement. Some 40 percent voted no. Opposition was particularly strong among drivers. In all classifications there's sentiment that the contract could have been better.

What happened? How did a solid membership campaign get side-tracked?

A key problem was the lack of local leadership. "Basically, this local has not represented our interests," Summit Logistics driver Bob Yolland explained. "Since we were moved into this local they've treated us as second-class citizens. What bothers me with the contract is that our local officers played a numbers game along with the company—to get an agreement, not a good contract, any way they could, even if it meant dividing members."

From the start of the contract effort, Local 439 officers were undermining the membership campaign. Members proposed a member language committee, to insure that member concerns were turned into proposals. The local

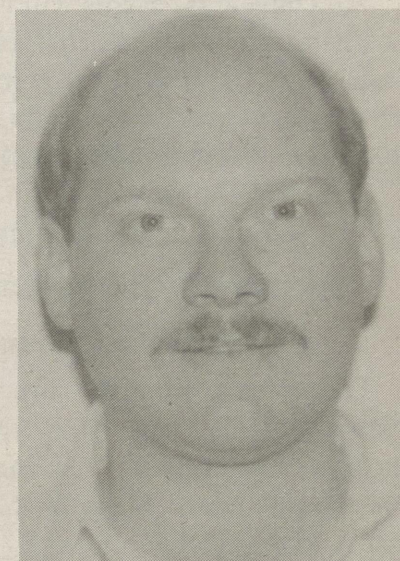
initially agreed, then refused to accept key member proposals, including driver demands to get 1/52 of their annual pay for vacations and a proposal that members elected to union office be able to return to their jobs.

"We also proposed stepping up our campaign by holding rallies at corporate headquarters," another Local 439 member stated. "We wanted to involve families and really increase the pressure, but the local axed it."

The local's handling of the contract vote was also a problem. Before meeting with members about the contract, local officials notified the media and were quoted saying that it was a good agreement, better even than the UPS contract. Then at the ratification meeting they did their best to intimidate members by announcing that if they voted no it would mean a strike.

Members aren't likely to go out on a limb when their local officers have a saw in hand ready to cut off the branch. Like we saw at UPS, winning dramatic improvements in contracts takes a mobilized membership and a strong leadership.

"The members were pushing hard, the International union did what they could," Al De La Cruz said, "but the bottom line is we've got to stick together, get more organized and get ready for the next round. And next time, we've got to go in with leadership that will fight for all members and stand up for all our demands."



### I'll Be There

**Rob Hermann**  
Local 1149, Anheuser Busch  
Baldwinsville, N.Y.

*As we move toward contract negotiations with Anheuser Busch, the TDU Convention is the ideal meeting place for all Teamsters working for the "King of Beers." I look forward to seeing old friends and encourage those who have never experienced this gathering to attend. You will not regret it! See you in Cleveland.*

one-on-one campaigns contact TDU or the IBT, or better yet attend the workshop at the TDU Convention on Nov. 22.

## UPS's Stealth Campaign

*continued from page 4*

pensation insurer in the country, providing coverage to 10 percent of the labor force. **UPS is Liberty Mutual's biggest client.** Liberty Mutual runs a research complex for the study of occupational safety and health, the only one in the country owned and operated by an insurance company. Its director of research, Tom Leamon, regularly pooch-pooches the scientific research of OSHA as inadequate and misguided. His views are widely trumpeted by UPS and the business press.

Here is how a typical "scientific" critique of OSHA standards would be promoted. The UPS Foundation gave the American Trucking Associations (ATA) Foundation a total of \$425,000 in tax-exempt funds between 1992 and 1996. ATA unleashes a legislative, legal and propaganda broadside against OSHA's proposed ergonomics standards and sues the California OSHA Standards Board to try to block passage of an ergonomics standard in California. ATA Vice President Laurie Baulig is co-chair of the National Coalition on Ergonomics, an industry group. Then, the National Coalition on Ergonomics (these industry groups

often have names that conceal their real purpose) releases a study co-authored by Dr. Sandler (remember the DIAD case above?) which criticizes OSHA's analysis of the epidemiological literature cited by OSHA in drafting an ergonomic standard. And thus the circle is squared, greased with money all along the way.

The UPS political assault against OSHA ergonomic standards is steeped in the same quasi-science as the tobacco industry. So-called "independent" scientists are enlisted to argue that ergonomics is an imprecise science. They argue that you cannot scientifically determine how many times you must perform a function before it becomes a repetitive stress injury—therefore no government regulation is called for.

Through an extensive lobbying budget, huge campaign contributions to politicians, the suborning of scientists and a complex nexus of foundations and corporate alliances they seek to influence the public debate in their favor on worker health and safety issues, all in the name of getting the government off your back. The whole point of the proposed ergonomics standards is to *save your back!*



**TDU Convention, Nov. 21-23, Cleveland**

# A Very Important Weekend

## Convention Information

All convention events will take place in the Sheraton Cleveland City Centre, 777 St. Clair Ave. Use the form below right to reserve guest rooms through TDU at our special group rate (tax included).

The convention will begin on Friday, Nov. 21 at 1 p.m. and end Sunday at 3:30.

## Airport Transportation

### Cleveland Rapid Transit

Trains leave from the airport baggage claim level. Take train to Tower City Center (six blocks from hotel). Ask for a transfer, take the #1 bus to Sheraton City Centre. Cost is \$1.50. Trains run from 4:40 a.m. to 9:55 p.m.

### Hopkins Airport Limousine Service

Scheduled departures from Hopkins Airport to the Sheraton Monday through Friday. Departs from exit 6, lower baggage claim level. Be at departure point 10 minutes before departure. Shuttle leaves at 8:30, 10., and 11:45 a.m., and 1:30, 3:05, 4:15, 5:45, 6:45, 7:45, 8:45, and 9:45 p.m.

## Driving Directions

**FROM THE SOUTH:** Take either I-77 or I-71 North into downtown Cleveland. Exit at East 9th St. Follow East 9th north to St. Claire Ave. Turn left onto St. Clair. Hotel and attached parking garage will be on the right.

**FROM THE EAST:** Take 90 West into downtown Cleveland. Exit at East 9th St. Turn left (south) at the end of the ramp.

**FROM THE WEST:** Take I-90 East into downtown Cleveland. Exit at East 9th St. Follow East 9th north to St. Clair Ave. Turn left onto St. Clair. Hotel and attached garage will be on the right.

**PARKING:** Hotel parking is \$13 per day.

## Discount Airfares on Northwest Airlines

Northwest Airlines will give TDU Convention attendees five percent off of lowest fare, or 15 percent off of full coach fare. The attendee or travel agent must book directly with the NWA Meetings Services Reservation Desk, (800)-328-1111, between 7:30 a.m. and 7:30 p.m. CST, Monday through Friday. Our Worldfile designator code is NMEKJ.

Everyone looks forward to the weekend, to getting some time off. We work hard. We want to spend some time with our family and friends. We want to relax, maybe go out to dinner, see a movie, or watch a game.

Now think about your contract, your working conditions, the future of our union and of you and your family. If you think these things are important, plan to spend the weekend of Nov. 21-23 in Cleveland at the TDU Convention. It could be the most important weekend of the year.

At the convention you'll meet active Teamsters from across the country. Together we'll make plans for the future of our union. We'll build our election campaign, make plans for the freight contract, build networks in other jurisdictions, and learn more about our rights on the job. You'll hear from rank and file leaders as well as officers from every level of our union.

We think you'll also have a good time. Use the form below to register now.

## TDU RANK & FILE CONVENTION, Nov. 21-23

### REGISTER NOW!

Postmark your registration no later than Oct. 31 and receive \$10 discount (\$5 for one day). See below for travel discounts that may also apply.

Name \_\_\_\_\_ Local \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone (\_\_\_\_) \_\_\_\_\_ Company \_\_\_\_\_

If registering for others please include same info.

# of people

Fri., Sat. & Sun. \$150 x \_\_\_\_\_

Sat. & Sun. 120 x \_\_\_\_\_

Sat. only 90 x \_\_\_\_\_

Total Registration Cost = \_\_\_\_\_

\_\_\_\_\_ single room

\_\_\_\_\_ double room with \_\_\_\_\_

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

# of nights x \$75 = Housing Cost = \_\_\_\_\_

☐ \$35 - one-year membership

☐ \$85 - three-year membership

☐ \$20 - spouses, retirees and Teamsters grossing under \$17,000

Membership Cost = \_\_\_\_\_

TOTAL COST = \_\_\_\_\_

\_\_\_\_\_ \$10 if postmarked by Oct. 31 (\$5 if one day)

\_\_\_\_\_ \$10 travel over 500 miles one way

\_\_\_\_\_ \$20 travel over 800 miles one way

Total Discount = \_\_\_\_\_

Cost minus discounts = \_\_\_\_\_

AMOUNT ENCLOSED = \_\_\_\_\_

BALANCE DUE = \_\_\_\_\_

### CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program.

### HOUSING

Reserve rooms through TDU at special group rate. All rooms \$75 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

### MEMBERSHIP

If not a member of TDU, join today. Includes subscription to *Convoy Dispatch*.

### DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

### CREDIT CARD PAYMENT

Visa/MC # \_\_\_\_\_

Exp. date \_\_\_\_ / \_\_\_\_

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Return to: TDU, Box 10128, Detroit, Mich. 48210



## Friday Schedule

|                                      |                       |
|--------------------------------------|-----------------------|
| <b>Registration</b>                  | 11 a.m. - 5 p.m.      |
| <b>Workshops</b>                     | 1 p.m. - 3 p.m.       |
| <b>Coffee Break</b>                  | 3 p.m. - 3:30 p.m.    |
| <b>Workshops</b>                     | 3:30 p.m. - 5:30 p.m. |
| <b>Cash Bar and Spouse Reception</b> | 5:30 p.m. - 6:30 p.m. |
| <b>Dinner</b>                        | 6:30 p.m. - 7:30 p.m. |
| <b>Dinner Program</b>                | 7:30 p.m. - 8:30 p.m. |
| Diana Kilmury, IBT Vice President    |                       |
| <b>Reception and Cash Bar</b>        | 9 p.m. - Midnight     |

## FRIDAY WORKSHOPS

**TEAMSTER POWER: MOVING FROM UPS ACROSS OUR UNION.** Learn how to take the best elements from the UPS contract campaign into freight, Anheuser Busch, and local contracts. What worked, how it was done, and how we can spread the UPS model across our union.

**OUR UNION STRUCTURE: HOW IT WORKS AND HOW TO MAKE IT WORK FOR YOU.** What are the different levels of power and influence in the IBT and how do they function? Learn more about the ins and outs of decision making, finances, and how we can make this structure work best for the membership.

**GETTING OUT THE VOTE IN YOUR AREA: PHONEBANKING, LEAFLETING, AND MORE.** Detailed instructions on organizing our campaign for the final push to victory. National Carey campaign coordinators will join rank and file phone bank experts in getting ourselves organized.

**FROM SERVICING TO ORGANIZING: TRANSFORMING YOUR LOCAL UNION LEADERSHIP.** Local union leaders will discuss ways to move toward more democracy and rank and file participation and away from the tired old practices of business unionism.

**FILM AT ELEVEN: GUARANTEED TECHNIQUES TO GET YOUR LOCAL INTO THE NEWS.** Learn professional techniques for getting your activities noticed by the media. Practice giving interviews to television reporters and learn how to get labor's voice heard.

**THE TEAMSTER ACTION PLAN: BUILDING RANK AND FILE POWER THROUGH TDU.** Discuss key questions on how to build better communications and unity among all levels of our reform leadership. And how we can continue to recruit to TDU and explain its fundamental importance to active Teamsters. Participants will work on developing plans for advancing our movement.

## SATURDAY WORKSHOPS

**FORMING AND ACTIVATING YOUR LOCAL VOLUNTEER ORGANIZING COMMITTEE.** Teamster leaders will learn how to form and activate Volunteer Organizing Committees in their areas. Discuss how we can mobilize members into becoming volunteer organizers and how to integrate an active VOC into an overall reform program.

**HOW TO WIN PAST PRACTICE GRIEVANCES.** Learn the rules used by labor arbitrators and the NLRB to decide grievances seeking to retain unwritten past practices. Also covered: The rights of a new union administration to enforce contracts despite previous inaction by union officials.

**BUILDING MEMBER TO MEMBER NETWORKS FOR TDUers—PART I.** Learn how to build a structure for communication, education and action through one-to-one contact. Part one of this two-part workshop will cover the basics of shopfloor organizing, surveying the membership, recruiting volunteers and designing actions for a campaign.

**RUNNING FOR LOCAL UNION OFFICE.** Learn proven strategies and tactics from successful candidates on how to run a campaign for local union office. Topics include writing and designing literature, fundraising, face-to-face campaigning, building your network, and more.

**MANAGING YOUR LOCAL UNION OFFICE.** The nuts and bolts of getting the union hall in order from finances to staffing to planning. Local union officers will discuss how they organize their time, build local programs, conduct meetings, and more.

**ORGANIZING POLITICAL ACTION AND BUILDING COALITIONS.** Politics affects our job security, our children's education, our health and safety and much more. As unionists we can learn to use effective grassroots political action to improve our quality of life by getting members involved in building community support for our issues, with or without your local union leadership.

**ORGANIZING FOR BETTER PENSION BENEFITS.** Report and discussion on campaigns concerning our major pension and health and welfare funds.

## Saturday Schedule

|                                                                   |                       |
|-------------------------------------------------------------------|-----------------------|
| <b>Registration</b>                                               | 8 a.m. - 10 a.m.      |
| <b>General Session</b>                                            | 9:30 a.m. - Noon      |
| Teamsters in Action: Building Our Union                           |                       |
| Speakers: Panel of Teamster activists                             |                       |
| Organizer's Report: Ken Paff, TDU National Organizer              |                       |
| Nominations for International Steering Committee (ISC)            |                       |
| <b>Lunch</b>                                                      | Noon - 1 p.m.         |
| <b>Workshops</b>                                                  | 1 p.m. - 3 p.m.       |
| <b>Coffee Break</b>                                               | 3 p.m. - 3:30 p.m.    |
| <b>General Session</b>                                            | 3:30 p.m. - 5:30 p.m. |
| Conquering New Hills: TDU and the Teamster Action Plan            |                       |
| Financial Reports                                                 |                       |
| Lessons of the UPS Strike: John Riojas, IBT VP                    |                       |
| On to Election Victory: Gene Moriarty, Carey Campaign Coordinator |                       |
| TDU and the Future                                                |                       |
| <b>Special Events and Cocktail Hour</b>                           | 5:30 p.m. - 7 p.m.    |
| Meet members of the Ron Carey Slate                               |                       |
| UPS Teamsters Meeting: Ken Hall, Small Package Director           |                       |
| Frito Lay Network                                                 |                       |
| "¡Adelante!" Network                                              |                       |
| Voting for ISC                                                    |                       |
| <b>Banquet</b>                                                    | 7:30 p.m. - 9:30 p.m. |
| Chair: Bob Blanchet, Local 287                                    |                       |
| Speaker: Ron Carey, IBT General President                         |                       |
| <b>Voting for ISC</b>                                             | 10 p.m. - 11 p.m.     |
| <b>Reception and Cash Bar</b>                                     | 9:30 p.m. - Midnight  |

## Sunday Schedule

|                                                 |                       |
|-------------------------------------------------|-----------------------|
| <b>Women's Network</b>                          | 7:30 a.m. - 8:30 a.m. |
| <b>Jurisdictional Meetings</b>                  | 9 a.m. - 11 a.m.      |
| Carhaul                                         |                       |
| Freight                                         |                       |
| Warehousing                                     |                       |
| UPS                                             |                       |
| Local Contracts                                 |                       |
| Anheuser-Busch                                  |                       |
| <b>Lunch</b>                                    | 11 a.m. - 12 Noon     |
| <b>Workshops</b>                                | Noon - 2 p.m.         |
| <b>WPOCC Meeting</b>                            | Noon - 2 p.m.         |
| <b>Closing Session</b>                          | 2 p.m. - 3 p.m.       |
| Introduction of ISC                             |                       |
| Election of ISC Officers                        |                       |
| Closing Speaker: Bill Slater, Local 315 retired |                       |

## SUNDAY WORKSHOPS

**BUILDING MEMBER TO MEMBER NETWORKS FOR TDUers—PART II.** Part two of this workshop will cover member-to-member organizing around TDU goals, including increasing membership participation in your local, moving a rank and file agenda at local union meetings, distributing *Convoy Dispatch*, recruitment to TDU and building the Carey campaign.

**FAMILY AND MEDICAL LEAVE ACT.** Attorney Robert Schwartz, author of the FMLA Handbook, will conduct a seminar giving an overview of this law and what it means for union members and leaders, in terms of bargaining and membership rights involving absenteeism policies as well as family and medical leave.

**WORKPLACE STRATEGIES: ORGANIZING TO GET THE MOST FROM THE GRIEVANCE PROCEDURE.** Learn how to write, research, present, and organize on the shop floor to put pressure on the company and the union to get a favorable decision.

**BUILDING A RANK AND FILE CAUCUS IN YOUR LOCAL UNION.** Rank and file reformers will discuss the steps they followed in organizing a successful TDU group in their local unions. New activists and veteran TDU builders alike will discuss strategies to advance the reform agenda in your local union.

**LEGAL RIGHTS OF UNION STEWARDS.** Hear from an experienced labor attorney on the rights of stewards to information from the company, NLRB protection from company-imposed unilateral contract changes, and more.

**INCREASING YOUR LOCAL'S ORGANIZING RESOURCES.** Organizing new members in our core industries and FedEx is a key to building our power. Many reform locals are implementing a long term plan to put more resources into organizing. Learn how they are doing it and how members in old guard locals can pressure their officials to build an organizing program.



# Investigations Hit Hoffa Campaign

Federal investigators in Boston, New York, Chicago and Detroit are now investigating where the Hoffa campaign got \$1.8 million in unaccounted for money. The trail has taken the feds from the Local 710 pension fund, to the Cayman Islands, to a mysterious Detroit stockbroker who happens to be a sham member of Local 337, to insurance brokers in several cities.

On Oct. 31, the *Wall Street Journal* broke the story of the investigation of how at least \$500,000 found its way from the Chicago Local 710 pension fund into the hands of a Detroit-area stockbroker who has a sham "contract" with Local 337, headed by Larry Brennan. Brennan, president of Joint Council 43, is Hoffa's boss and benefactor. Hoffa's spokesman Richard Leebove told the press that such sham contracts are "normal."

Since March, a federal grand jury in Boston has been investigating a transaction involving the transfer of over \$100 million of Local 710 pension assets, the payment of substantial fees, and a diversion of funds to an unknown

location in the Cayman Islands.

This investigation has broadened and now includes the Justice Department, the FBI, Labor Department and Securities and Exchange Commission.

Also on Oct. 31, other publications broke the story of John Matassa, a top Laborers union official in Chicago with mob ties, who apparently was a Hoffa campaign fundraiser. The U.S. attorney says an investigation will likely result.

In a third revelation regarding where Hoffa's campaign funds have come from, charges have surfaced that a number of agents selling insurance for American Income Life, a company that sells insurance through union connections, were asked to donate to the Hoffa campaign as a payback for access to union members. The president of the company denies any involvement and says he does not know what his independent brokers did.

On Nov. 1, the *New York Times* and other newspapers broke the story that the Hoffa campaign asked top officials of other International unions to steer

business money to the Hoffa campaign. The president of the Oil, Chemical and Atomic Workers has signed an affidavit that a Hoffa campaign aide, with Hoffa nearby, told him that "we need the financial support of the people you do business with and your vendors."

Hoffa has denied any involvement.

Election Appeals Master Kenneth Conboy, who is to rule on the issue of Ron Carey being cleared to run for General President, is now considering whether to open up a similar probe on Hoffa. Briefs on that question were submitted to Conboy on Oct. 24.

## NOW IT'S YOUR TURN, MR. HOFFA

Charges about campaign financing put him on the defensive

### POLITICS & POLICY

## Teamsters Local Backing Hoffa Is the Focus of Probe

By MARK MARENDO

Staff Reporter of THE WALL STREET JOURNAL  
Federal investigators are looking into the financial dealings of a Chicago Teamsters local that is a hotbed of support for James P. Hoffa in his quest for the presidency.

The investigation, which has been under way for more than a year, centers on a trail of money that possibly leads from Chicago local's pension fund, through Boston bank, back to a Detroit-area broker who belongs to another Teamsters local allied with the Hoffa campaign.

Allegations put spotlight on fund raising by Hoffa

Teamsters presidential candidate accused of running afoul of rules governing federally supervised election

WASHINGTON: The president of two AFL-CIO unions says James P. Hoffa and his supporters "are not doing anything for me." Fleming said he did inquire about Hoffa's campaign.

guy, he will honor your pi lines. Also that we need it financial support of the people do business with and you guys. Hoffa said he didn't see anything about it.

described as being in computer sales and service. But Christopher A. Andreoff, an attorney for Mr. Roach, says Christopher Roach Inc. is an investment company formed mainly to purchase real estate. Mr. Roach declined to comment on the transaction.

zer, a professor at Michigan who follows says it's "very unusual" to be an active Teamster expert saw one person been

## 'A Union that Stands Up for Working Families'

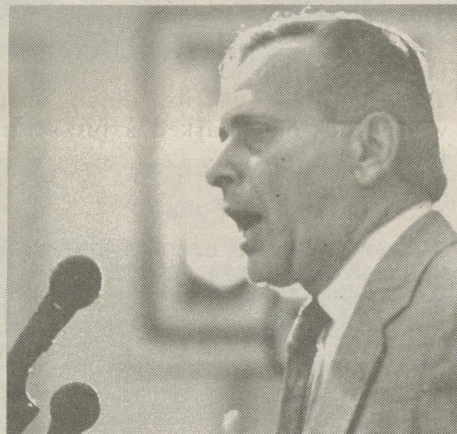
Below are excerpts from a speech by Ron Carey to the National Press Club on Oct. 20. President Carey will address the TDU Convention on Saturday, Nov. 22.

It's been a long, difficult struggle. We've faced attacks from big corporations, anti-labor politicians, the mob, and corrupt officials in our own union. But we've made enormous progress. ...

(O)ur task was to change a whole culture within our union. We had to root out corruption at the very soul. We had to bring back the fighting spirit of the Teamsters union.

You could see the Teamsters' new energy and new strength this summer when we were forced into a strike by UPS. We faced a so-called "final offer" from UPS that would have shifted more good jobs to low-wage, part-time positions. It would have meant more subcontracting of good, full-time jobs. And it would have let the company dip into the workers' pension plans.

The world saw a union that fights that kind of corporate greed and stands up for working families. With our victory, we sent big corporations a message that Americans are tired of



the part-timing, the downsizing, the subcontracting, the shifting of jobs to exploit workers overseas. ...

Our union today is fighting for every working family—for every young person who needs an affordable education—for everyone who wants to know that their child or parent will be able to get quality health care. We're fighting for good full-time jobs, safe working conditions, and a decent retirement. We're fighting for the future of our families and our communities—and for an America that works for all of us.

## Timeline for the Teamster Election

**Nov. 21:** Declaration of candidacy of previously nominated candidates.

**Early December:** *Teamster* magazine will come out with candidates' campaign material included.

**Dec. 5:** Supplemental nomination ballots sent to all convention delegates.

**Dec. 19:** Nominating ballots to be returned and tallied.

**Jan. 16:** Notice of Election posted at all worksites and published in magazine, along with additional campaign material from candidates.

**Feb. 16:** Mailing of ballots to all 1.4 million members.

**March 17:** Return of ballots, count begins.

## Is Santangelo Next?

# IRB Charges Santangelo With Illegal Loans

The velcro (Hoffa) slate, so-named because so many of Hoffa's running mates keep running afoul of the law and therefore have to be removed, may well have to replace yet another of their candidates. Already, Billy Hogan Jr., Tom Ryan, Frank Wsol and T.C. Stone have had to be removed from the Hoffa Slate and replaced.

Now Jim Santangelo, secretary-treasurer of Local 848 and Joint Council 42 and candidate for Western Region vice-president on the Hoffa slate, is in danger of going down. The Independent Review Board (IRB) has recommended that he be charged with approving illegal loans to himself and three other employees of Local 848. The IRB notes that while he could be charged with embezzlement they were willing "to give the officers the benefit of the doubt" by characterizing the offense as an illegal loan.

Santangelo, as one of the two trustees of an officers-only Local 848 severance plan, caused the severance plan to be terminated and he and the three other officers took the lump sum payouts while remaining employees of the local. The IRB asserts that in doing so Santangelo violated his local union bylaws, the International Constitution and his fiduciary duty to the plan. The plan paid out \$56,240 to the four

employees. Of these, Santangelo was the big winner to the tune of \$27,945.

The IRB has asked Joint Council 42 to take appropriate disciplinary action. If the Joint Council, who are generally political allies of Santangelo, fail to take action and circle the wagons instead, the IRB is expected to pursue the case. The IRB is known for its tenacity in routing out corruption.

### Frank Wsol:

## \$310,000 Salary Too Low?

Frank Wsol, the "poster child for greed" who made \$310,919 as an officer of Chicago Local 710 last year, actually makes more than that.

Wsol collects his Teamster officers-only multiple pensions while he collects that salary. Thus he makes over \$400,000 a year when his pensions are added in. He can do this because he is over 70 years old.

Wsol is a key backer of Hoffa Junior, and Local 710 is the "model local" for the Hoffa forces.

Local 710's pension fund, which Wsol is a trustee of, is presently being investigated for potentially diverting members' money to organized crime or the Hoffa campaign.

## \$100,000 Club Correction

Alert Teamsters found an error in the \$100,000 Club listing of our last issue. Jerry Laird's salary was overstated. Laird's three salaries total \$123,339 and total compensation \$135,321. These are from Sacramento, Calif., Local 857, Joint Council 38 and the Cannery Council. We regret the error.

Another alert Teamster noted that while Ron Carey has done an outstanding job of cutting down multiple salaries paid by the International, one International rep, Mark Harrington, receives a small second salary from his local union.

Thanks for the feedback. And thanks to the International leadership, informed Teamsters, and TDU for making such changes in how our dues moneys are used!



## Reforming Our Local Unions

# Recent Local Election Wins Set Pace

Two recent local elections are good examples of how we can expand reform in our union. The locals are very different, but the tactics used by members were similar.

In Hartford, Conn., Local 559 incumbent reformers led by IBT Vice President Tom Gilmartin mounted a campaign to sweep old guard ideas—and BAs—from their union. Local 559 is a pioneer of the Teamster reform movement. This local was one of the first to experience a reform effort, starting in the late 1970s. Tom Gilmartin and Bob Dubian were leaders of that successful battle, winning executive board positions.

### Hartford, Conn., Local 559

## Member-to-Member Campaign Wins

**Bob Randall**  
Local 559, Super Valu  
Hartford, Conn.

Over two-thirds of the membership voted in our recent local election. This impressive turnout is reason enough to celebrate, but the election results were even better news. A slate of six led by Tom Gilmartin won positions. Best of all, two old-guard BAs who had been thorns in the side of our reform local for a number of years were swept out and replaced with rank and filers. TDU member John Lupacchino was one of the winners.

Our campaign strategy was conceived knowing that rank and file TDUs (such as John Lupacchino and Roy Sullivan) would do a lot of the work. We decided to use the one-on-one organizing model in our campaign, putting the focus on member-to-member communication.

We started our campaign early, in June. Lupacchino talked to members at literally every barn in our local, no matter how small, making contacts and finding out what issues and concerns members had. "This was a chance to show all members that the union can work," Lupacchino said, "that it can

### Hoffa's Team Loses in Detroit 299

James Hoffa Junior mounted a campaign to take over Detroit Local 299, the local his father headed for many years, but on Oct. 29 he was rejected by the rank and file.

Hoffa Junior personally campaigned hard for a slate of his supporters, headed by Terry Sell, in the local union election. Sell ended up with 36 percent of the vote, beat by incumbent Don Smith. Smith is a supporter of the Ron Carey slate. A third slate finished a distant third.

Hoffa badly wanted a win in his dad's flagship local, where he got 56 percent of the vote against Carey last year. It now looks like his support in 299 has sagged since then.

This election, Local 559 rank and filers mounted a campaign to get rid of the old guard BAs once and for all. Thanks to an aggressive grassroots campaign (see story below), they won.

Reform has had another far-reaching impact on Local 559. This fall's election had a 68 percent participation rate—a phenomenal turnout, given that most union elections run between 30 percent to 50 percent. How many times have you heard Teamsters say that members are apathetic and it's impossible to change? Well, Local 559 reformers are shooting down that line. It is possible to get members involved. But what about locals still under old-



**John Lupacchino, newly elected business agent.**

work for all of us."

This early contact served us well. Over the next few months, Lupacchino phoned and visited these initial contacts again and again. When some trust had been developed he started asking these contacts to help build the campaign.

We also tapped into established contacts. Roy Sullivan was familiar with many members as a result of his job as a driver. We worked on these contacts as well, always maintaining the theme of membership involvement (a strange concept to members in some small shops serviced by the two old guard BAs!).

As the election date drew near we published a rank and file flyer called *Member to Member Pipeline*. Basically a letter from myself and two other rank and filers, this was very effective. We distributed this throughout the local while talking to members.

All of these tactics worked. They helped win the election, and invited new members to get involved in the local. "This was a movement to rid ourselves and the local of a pocket of old guard politics that put itself before the membership," rank and file campaigner Roy Sullivan said after the victory.

Our local is finally represented entirely in the interests of the members, with all members represented by hard-working BAs.

guard leadership? Can they be changed? This month 2,000 Local 730 members gave a resounding "yes!" Fed up with old ideas from their officials Local 730 reformers mounted a successful campaign for new leadership. Better yet, they are planning to take the rank and file model that worked so well in the election into the bigger job of

### Washington, D.C., Local 730

## Members Win Election, Begin Campaign to Rebuild Local

"Just go fishing" was the advice Local 730 President Jim Collins gave Giant Food members during a bitter lock-out last year. Now Collins may be taking his own advice. On Oct. 21, Members for a Better Union (MBU) won a hotly contested race in Local 730, taking six out of seven executive board positions, including the top spot held by Collins, who is also head of Joint Council 55.

The MBU victory came on the heels of months of hard work and years of hope for reform in this 2,000-member local. Newly elected President Rick Dade ran for office twice previously. Those efforts fell short, but Dade and others kept the reform flame burning. Poor contracts fanned the flames. Then Collins' inaction during last year's lock-out sparked a full-scale firestorm.

"Members wanted to get involved during the lock-out," President-elect Rick Dade said, "but our officers kept us in the dark and discouraged membership action. We got active anyway, picketing and leafleting and helping our striking brothers and sisters in Local 639. I think this gave members a taste of what a real union would be like. It was a real turning point."

MBU ran an aggressive grassroots campaign, hitting the gates over and over to talk to members, discuss ideas for rebuilding the union and squash rumors. Support grew.

Within days of the vote count, MBU was meeting to set plans for a smooth transition. They've gotten assistance from the Teamster Warehouse Division on contract negotiations (their largest contract, at Giant, expires Nov. 8) and are working with other area Teamsters

rebuilding the local (see story below).

It can be done. Locals can change. Members do get excited about their union, when they're invited to be part of a positive movement for change. We need to get that message to members everywhere, especially those in locals still in the dark. Because the movement for change starts with the rank and file.

to build a newly formed TDU chapter.

They also are setting their sights on building a democratic, action-driven local. "We need to capitalize on members' realization that they do have the power to make changes in their union," Secretary-Treasurer Kathleen Henry said after the vote. "We are already setting up committees, including an advisory committee, to turn members involvement in the election campaign to member involvement in the campaign to rebuild our local. Members are banging the door down to join committees."

### Reform Moves Ahead in Local 528

The members of Atlanta Local 528 rejected a return to the past and reaffirmed the new direction in their local by electing a reform slate headed by President Ken Hilbish to a second term of office. The rank and file reformers took office in 1994 after organizing for years on the shop floor against the Jerry Cook regime.

The members turned back a Cook-backed slate of challengers who attempted to regain control. Local 528 will continue moving forward with a program of member involvement through newsletters, steward updates, education programs, and organizing.

Hilbish summed up the feeling by saying, "This victory is proof that our local is moving forward and that our members support the new, more militant approach of our union. It also shows that the reform movement is here to stay, not only in Georgia but across the country."



**VETERAN REFORMERS SEEK ELECTION IN COLUMBUS LOCAL 413.** Members of the Stand Up '97 Slate (pictured above) have long been active in the reform movement. They defeated the incumbents in the 1996 delegate election, and supported Ron Carey.



## Michigan Health and Welfare Fund

## The Truth About Teamster Reform

The following is an excerpt from a statement by Pat Reardon, a road driver for Alvan Motor Freight in Kalamazoo, Mich., given at a Capitol Hill press conference in conjunction with House hearings on the Teamster election on Oct. 14.

In Michigan we put together a lawsuit to end corruption at our health and welfare fund. That fund had been a sewer of corruption for years. The last two executive directors of the fund went to jail for their abuse of the members' health care money. They were spending thousands of dollars—money that should have been going to pay for better benefits for the members—on entertainment and travel and bar bills for themselves. They called that "marketing," but I call it old fashioned robbery.

And their worst crime of all was that while the officers of that fund were using our money to live it up, they were taking benefits away from the members. Terrible things happened to members who depended on that fund.

One man up north had a son who was completely disabled with muscular dystrophy that required him to have 24-hour care. The fund cut off the benefits for his home health care, ignoring his doctor's statements that the boy required full-time skilled nursing care, and told him he'd have to put his son in an institution in Detroit, 250 miles away.

Another member whose wife required full-time nursing care also had his benefits cut. He became so desperate that he took a gun and blew his brains out. The way I look at it, those Michigan fund officials are as guilty of that man's death as if they had pulled the trigger themselves.

When we found out what was happening in the fund, we decided to take action. We took the fund to court to force changes that would make those

officials accountable to the members. And, with help from our International union, we are now in the process of negotiating a settlement that will, for the first time, make the trustees and staff of that fund answerable to the members for how they spend the fund's money.



### I'll Be There

Pat Reardon  
Local 7, Alvan Motor Freight  
Kalamazoo, Mich.

*I'll be at the TDU Convention, along with Teamsters from across the country working to keep reforming our union, and benefit plans.*

*On Oct. 14, I had the opportunity to represent our union at a press conference on Capitol Hill, to speak the truth to politicians and the media about Teamster reform. Above is part of what I told them about our action to clean corruption out of the Michigan Health and Welfare Fund.*



## Baltimore, D.C. Members Kick Off TDU Chapter

Members from a half dozen locals in the Baltimore, Washington, D.C., area met on Oct. 26 to discuss plans for building a TDU chapter. The meeting got off to a great start with the announcement that Local 730 TDUs had won their local election. Also in

attendance were brothers from Washington Gas workers Local 96, which recently merged with the Teamsters. The next meeting of the new chapter will be at the TDU Convention—over 15 area TDU members are planning to attend.

### Jon Rabine, Seattle Local 763

## How Not to Negotiate a Contract

Kirk Stephenson  
Local 763, Laidlaw Transportation  
Seattle

Nearly 300 bus drivers for Laidlaw Transportation in the Seattle area are facing a difficult situation, thanks in part to our secretary-treasurer, Jon Rabine. It seems that Rabine went off to Laidlaw's corporate headquarters in California, but forgot to take along any of our four-person elected negotiating committee. Instead he took three BAs with him.

He came back with a deal in hand that would institute an 11-tier contract, with 10 years to reach top rate. In addition it would undercut job security by allowing nonunion competitors and subsidiaries of Laidlaw to take our work.

On Oct. 30 members turned out and narrowly voted down the deal, despite the "greed and fear" tactics that were used on the drivers. Rabine promised to quit excluding our negotiating committee.

Laidlaw is serving up these concessions at a time when the Seattle economy is booming and there is a shortage of drivers. In fact, our employer offers a \$300 bounty for each new employee we can recruit.

This is no way to negotiate a contract. Our union should be mounting a strong public campaign and working to unite our members. Isn't that the lesson of the UPS victory?

Jon Rabine doesn't get it. But then why should he? This \$100,000 Club member is on the Hoffa Slate.

### Greed Wins

## Local 407 Officers Steal Pay Raise Vote

Cleveland Local 407 officers have been paid at the freight rate for 52 and a half hours per week since the early 1980s. Now that UPS workers have won the biggest wage increase in their history, Local 407's do-nothing officers want a piece of the action. They've decided that they want to be paid at the higher UPS rate.

At the September membership meeting they tried to push through the new formula, which would amount to an over \$6,000 a year raise per full-time officer. But alert rank and filers, led by TDU member Alex Adams, foiled this attempt, forcing them to delay the vote to the next meeting where the membership could be duly noticed.

Four hundred members showed up at the October meeting. Usually 100 to 150 attend. There was standing room

only and many members had to wait in the hallway for lack of room. The members were clearly there to vote down the pay raise but the officers chose not to give them that opportunity. Instead they chose to steal the vote.

### 'Out of Order'

After the minutes were read, they were approved unanimously by voice vote. President Joe Pierani then announced to the stunned and soon to be outraged crowd that they had just unanimously approved the pay raise. All attempts to make new motions or calls for points of order were ruled out of order by Pierani.

Since then, hundreds of petition signatures have been collected throughout the local protesting the undemocratic nature of the vote.

## TDU Speaks at Local Union Meetings

Years ago the only invitation TDU would have received from local union officers would have been "Stay out of our local!" (although probably stated more bluntly). We've made many changes in our union since then. Recent invitations from local unions to speak at membership meetings are one indication of the inroads that have been made.

In September, New London, Conn., Local 493 invited a TDU leader to speak at a contract meeting for Frito-Lay members. In the wake of the UPS Strike, interest in new tactics for winning contracts was high, making this a perfect time to give a TDU perspective on contract battles. TDU Co-Chair Mike Ruscigno spoke at the meeting. Soon after, Local 493 Frito-Lay mem-

bers began making plans to get in touch with Frito Teamsters in other areas to build a national network, starting with the TDU Convention.

In October, Richmond, Va., Local 322 invited TDU organizer Ken Paff to speak at the local's monthly membership meeting. Paff gave a talk on the reform movement and the UPS strike. A few Teamsters from Baltimore and Washington, D.C., traveled with Ken to the meeting, making the event a chance for reformers to meet each other.

The battle to reform local unions is critical. Exposing members to a range of ideas is an important step. Having TDU speak at a union meeting is a move in that direction. Contact TDU for information about our local union speaking program.



# LETTERS FROM OUR MEMBERS

## Proposed Bill Would Help Organizing

Currently a bill is being proposed in the House of Representatives, HR 2642, that should be read by all brother and sister Teamsters. It is a bill to help all misclassified independent contractors in the American work force. Independent workers must provide their own medical coverage, retirement plan, social security, and workers' compensation. Many employers use this classification just to cut down their costs and gain greater control over work rules and rates of pay.

HR 2642, sponsored by Representative Visclosky (D-Ind.), would amend the Tax Reform Act of 1986 to clarify the standards used for determining whether an employer-employee relationship exists. Truckers who work for the same company on a consistent basis with no control over the way their work is done or the hours they set, would be considered an employee.

By winning back employer-employee status, independents would now be freer to organize to become Teamsters or other union members and bargain for better pay and working conditions. Employers would no longer be able to hide behind a gray area in the law so they can treat their workers unfairly.

A few weeks back, over 100 independent truckers rolled a convoy through the streets of Savannah, Ga., as part of a solidarity rally in support

of Teamster organizing efforts among container haulers at the Savannah Ports Authority.

The bill will also help protect the standards and wages that organized labor has fought to maintain. Your help is needed to get this bill passed. Call your congressional representatives and ask them to support HR 2642.

If you have any questions regarding the reclassification of the independent worker call Les Lis at (219) 696-0672 or e-mail to lis@netnit-co.net or call Harvey Jackson at (219) 844-3585.

**Les Lis**  
Local 142, Gary Transfer

## UPS Strike Just One Battle

The UPS strike is over, and there is excitement over the victory.

Let's look at this victory: preparation was done far in advance, communication was not only top down, community work was done, and solidarity was strong. The solidarity was not only on the picket line, but with the UPS pilots, the AFL-CIO, and internationally.

These criteria were met in other strikes, such as the Detroit newspapers, Caterpillar and Staley. This preparation is also being done for the freight contract.

The difference at UPS was the ability to shut the company down completely.

In freight, many union employers have nonunion companies to bring in revenue during a strike. These non-union companies have to be organized or shut down during a strike.

Ron Carey and others did a great job of leading the UPS strike — preparing for it well in advance and communicating with the members and the media. When was the last time you saw media coverage on workers' issues in such a positive light?

The two criticisms I have of the contract are the starting pay for part-timers and the length of the contract. Ideally, we should have equal pay for equal work, and the length of the contract should be three years.

This was a great victory, but it was only one win. The workers haven't won the war. We will only win if we keep the pressure on with education, solidarity and organizing.

**Bob Commike**  
Local 641, White Rose Foods Union, N.J.

## Re-elect Carey

I am proud to be a member of TDU and thankful to the Teamsters for a nice pension, having retired a couple of years ago.

I believe the finest hour for the Teamsters was when Ron Carey was elected to be our president. With all of the good that Carey has done to clean up corruption, I was surprised



**CAMPAIGN HITS THE ROAD.** Vice President Diana Kilmury speaks at a fundraising dinner during a Twin Cities campaign tour.

to see that the last election was so close. Unfortunately, there are many locals that have leaders of the old-guard persuasion. The members are kept in the dark about the good Carey has done and hear a lot of hype for Jimmy Hoffa Junior.

It seems that where TDU is strong and *Convoy Dispatch* is distributed the members are for Carey. Where TDU is not present many members are persuaded to support Junior Hoffa.

I hope that winning the UPS strike will enable Carey to get enough votes to win the upcoming election. The old guard will not back off and Ron's job is cut out for him.

**Ralph Merritt**  
Local 414, retired  
Toledo, Ohio

## Southern UPS Workers, 1966-87:

If you were employed by UPS under the Southern Conference Supplement from 1966 through 1987, but left their employ before Aug. 1, 1987, I need to hear from you.

A good number of our members worked for UPS and then went on to

other Teamster jobs. Many of those have worked under the Central States, Southeast and Southwest Areas Health and Welfare and Pension Plan for 25 or 30 years. Unfortunately, most of those who were not on the UPS payroll on Aug. 1, 1987 did not receive contributory credit for their years of service even though pension credits were retroactive for others. Seven years will not count toward your retirement unless we can get this changed.

Please contact:

**Malcolm Rice**  
7401 Driftwood Ave.  
Savannah, Ga. 31406  
(912) 355-0656

## 'Old Guard Will Be Put Down'

Keep up the good work. I do think the old guard will be put down in the new election. It's a shame that a couple of crooks sneaked into Ron Carey's ranks, but it can happen in any honest organization.

**Alvin Hester**  
Local 89, retired  
Louisville, Ky.



## I'll Be There

**Erik Jensen**  
Local 320, University of Minn.  
Minneapolis

The TDU Convention is one union event that's always on my calendar. It's the best place to learn from other activists about the ongoing battles for reform in our union and to make plans to keep moving ahead. The most dynamic leaders in our union also provide numerous excellent workshops, from running for local office to learning how to win past practice grievances. See you there!





Ron Carey mobilized working folks to win a national strike, the biggest labor victory in a generation. That has angered powerful people.

*In October, Corporate America went on the offensive.*

# Hoffa's Bedfellows

## Anti-Union Congressmen Hold Pro-Hoffa Hearings on IBT Election

The people leading the charge against Carey and our union are among the most anti-union politicians on Capitol Hill. Presiding over the Subcommittee hearing was Peter Hoekstra (R-Mich.) Backing him up were Cass Ballenger (R-N.C.) and Charlie Norwood (R-Ga.).

Hoekstra supported a failed bill in 1995 to ban corporate campaigns. He sponsored a bill to establish company unions and opposed raising the minimum wage. In 1994, he received the maximum financial contribution from UPS allowed by law.

Congressmen Ballenger and Norwood have led employer efforts to kill OSHA. UPS employees suffer injuries at twice the industry average. So it's no surprise that UPS heavily bankrolls these guys too.

## Hoffa's Witnesses Call for Trusteeship, Undercut Democracy in Our Union

Hoekstra called five pro-Hoffa witnesses. Our union was only allowed to send two witnesses (sponsored by Democrats).

The Hoffa Five parroted Junior's call for a government trusteeship of our union. They told the Big Lie that our union is less democratic than ever! (One of them was Hoffa's Chicago campaign coordinator, a Local 705 member. Before Carey's reforms, Local 705 was run by mob-linked Dan Liguoris, who shot his son to death in the union hall. A real swell leader.)

The Election Officer successfully fulfilled her duty to monitor the election. The rerun she ordered is proof that the democratic processes in our union work. But Hoffa's witnesses scorned membership vote process, and undermined union democracy.

Richard Leebove--Hoffa's publicist, strategist and smear artist--stood smiling in the back of the hearing like a proud papa.

## How Could Hoffa 'Restore Power' When He Owes Support to the Employers?

The Subcommittee hearing foretold the backward path our union would tread under Hoffa. He had his witnesses support those in Congress who want to cut the funds to monitor a fair Teamster election. He had them work hand-in-glove with Corporate America's allies and plead to turn our union over to them!

Can Junior Hoffa stand up for working Teamsters like you? The answer is no. He never has. He never will.

Ron Carey is leading the Teamsters' resurgence by educating the members and involving them in contract campaigns, political action and organizing. Our union is leading the way in union democracy, and leading the labor movement's comeback.

When the most anti-labor politicians and corporations are out to get you, you must be doing something right.

We have the right to strike, but some powerful people believe we're not supposed to win. That's Carey's cardinal sin. He's a fighter for working people. We're all winners for it, and we can stick with a winner.

**Re-elect the Ron Carey Slate**